

## DOT-POINT BRIEF FOR MEETING BETWEEN MINISTER MARK AND PARLIAMENTARY UNDER-SECRETARY

### OPERATION RESPECT UPDATE

- Since meeting with Under Secretary Logie earlier this year, Operation RESPECT has come under the Diversity and Inclusiveness (D and I) directorate within the People Capability Portfolio. Strategically, this makes sense as the aims of both include establishing a culture that is respectful and inclusive for all people, and free from harm. Both also contribute to Operational Effectiveness (supporting NZDF's recruitment, engagement and retention efforts [in general, and for women specifically]).
- Supporting work in the D and I portfolio includes More Military Women (now rebranded to Wahine Toa), Tāne Toa and the Rainbow Tick accreditation the NZDF is currently seeking.
- Tāne Toa is a new initiative that the D and I team are currently developing to promote positive portrayals of masculinity (i.e. to show men in ways other than traditional rigid stereotypes), to encourage bystander intervention (to prevent harm and also to intervene in environments where sexism and inequality occurs) and also to promote help seeking behaviours (e.g. for mental or physical health, or if they have been harmed/are perpetrating harm).
- Operation RESPECT has completed a number of activities in the last four or five months including a 'Crime Prevention Through Improved Environmental Design' audit, and two cultural audits).
- There are a number of activities underway or planned, including a pilot of the MATE bystander programme in Burnham next year.
- Other work that is supportive of harm minimisation is the Defence Health Directorate programme STAND (stand for less harm from substances including drugs and alcohol). The Defence Health Directorate has partnered with the NZ Drug Foundation to develop a strategy and implementation plan that will support substance harm minimisation. Whilst noting that drug use is incompatible with a military career, the Defence Health Directorate is looking at how they can support disclosures of drug use (e.g. if something like the restricted disclosure model that is used for sexual violence could be of use).
- The Operation RESPECT team have been working with the Defence Health Directorate to develop pre-Christmas communications (key messages to be used with different audiences, etc) promoting respectful socialising to support prevention of sexual violence and alcohol harm minimisation (Note: over half the cases of sexual violence have involved alcohol so it is important that we take a proactive approach over the festive season).
- The Sexual Ethics and Respectful Relationships Training (SERR) won the Diversity Works emerging and overall supreme winner categories this year. SERR continues to be a successful tool – with surveys showing the training is increasing people's awareness of harmful sexual behaviour and also positively impacting on people's beliefs about NZDF commitment to preventing harmful sexual behaviour. Promisingly, three out of five people report post SERR

training that they are having further conversations at work, or with friends and family about harmful sexual behaviour. The continuum of harmful sexual behaviour has provided a language to use to call out inappropriate behaviour e.g. 'get back into the green'.

- A version of SERR for new recruits and civilians was developed and piloted and now is being rolled out.

### **Answers to Questions from Under Secretary Logie**

#### ***Are there any statistical or anecdotal comparison of current disclosures/complaints/outcomes vs pre-Operation RESPECT?***

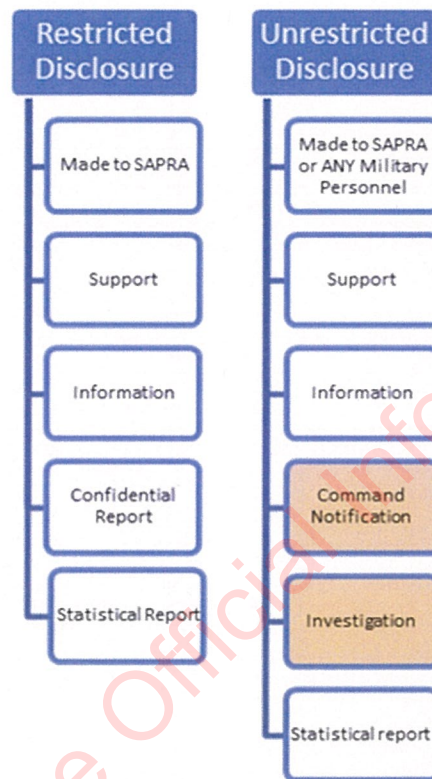
- In the five years preceding the launch of Operation RESPECT (2011-2015), there were 36 sexual assault cases reported within the NZDF.
- Since the launch of Operation RESPECT in June 2016, there have been 126 disclosures of sexual violence incidents made to the Sexual Assault Response Team (SART).
- Positive as it indicates people are confident their issues will be taken seriously.
- Another key component of Operation RESPECT has been the introduction of the mandatory SERR training:
  - identifying harmful sexual behaviour;
  - impacts of harmful sexual behaviour;
  - sex-positive messaging on consent;
  - barriers and enablers to bystander intervention;
  - applying NZDF values to prevent harmful sexual behaviour; and
  - healthy vs unhealthy relationships.
- Surveys were used to evaluate the SERR training. The aim of the survey was to examine the effectiveness of the training and identify any areas that may need to be developed for future training. Over 2,000 people contributed to the results which remained consistent throughout the evaluation period. The key points included:
  - strong agreement that NZDF is ready to make positive cultural changes (90%);
  - majority (82%) reported having an excellent understanding of the topics covered within the SERR training prior to training;
  - regardless of pre SERR knowledge of sexual ethics and respectful relating most attendees (81%) found SERR useful;
  - after the training around three in five SERR training attendees had further conversations about consent/Harmful Sexual Behaviour (HSB) in their personal or working lives;



- strong indications that people are linking the SART with culture change – it is enabling conversations and the basis for better dialogue; and
- The Sexual Assault Prevention and Response Advisors (SAPRAs) were well received by command and found approachable by individuals.

### Pipeline and Processes

- ***What are the processes between disclosures that proceed in complaint or those that don't proceed?***



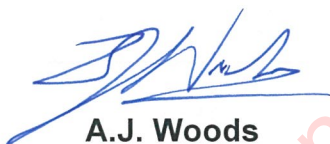
- Informal disclosures – not a part of the process (need to steer down Restricted Disclosure or Unrestricted Disclosure).
- ***Are there trends emerging around the pathway of disclosure and complaint?***
  - When Operation RESPECT was first launched, it was originally thought that the majority of disclosures would be restricted.
  - However, a significant trend that has emerged in relation to the disclosure pathways is that only 40 of the 126 disclosures made to the SART have been restricted.
  - This demonstrates that when NZDF personnel disclose, most are opting for an investigation to be done.
  - Another trend that has emerged is how often alcohol is stated as a contributing factor to the incident of sexual violence. Fifty-Nine of the 126 disclosures have alcohol as a contributing factor.
  - Moreover, the overwhelming majority of disclosures are made by women.

- Although in New Zealand, statistically, women are more likely to be victims of sexual violence, this is an interesting trend within the context of the NZDF as we are an organisation that is 85% male.
  - With such a big majority of men, we would expect more men to be victims of sexual violence than women.
  - s. 9(2)(g)(i)
- ***Has there been other pathways developed in Operation Respect?***
    - Operation RESPECT is continuously improving and trying to find the most efficient way to prevent and respond to sexual violence.
    - The SART have developed a risk and safety framework tool for use when responding to disclosures.
    - There is also ongoing work with Headquarters Joint Forces New Zealand on how best to respond to sexual violence disclosures while on deployment, and the importance of including briefings on pre-deployment training.
  - ***What checks are there on whether the process is being followed?***
    - Case documentation and case closure standard operating procedures are completed and followed and a process to ensure complex cases are reviewed is being implemented.
    - This is done in order to ensure consistency, transparency and quality assurance when coordinating and managing sexual violence cases.
    - This quality assurance is managed by the National Prevention and Response Advisor.
    - The SART have also developed best practice information sheets for Commanding Officers on issues that they may not come across often but where process is critical, such as Summary Trials and Court Martials. This ensures that they have the information they need in a timely fashion and that process is being followed.

### **What's working?**

- ***How do we know what works and what can we learn (as organisations and at a policy level)?***
  - We know what is working as we are consistently evaluating and testing response processes and prevention initiatives.
  - Almost two years after being implemented, the SART processes were evaluated through an external agency to ensure that our services were still meeting the needs of the organisation.

- The evaluation suggested several improvements which the SART has taken on board. Moreover, the SERR training was evaluated thoroughly and received consistently positive feedback. Other aspects of Operation RESPECT that are working include:
  - the approach of enlisting members as potential helpers rather than potential victims or perpetrators;
  - restricted vs unrestricted disclosures;
  - having subject matter experts to advise command on best practice;
  - thinking outside of the box for prevention activities (not just training); things like culture audits and looking for ways to make our workplaces safer and more inclusive are key prevention activities;
  - being consistent with the messaging in a variety of ways (not a one time training and then we never talk about it again); and
  - working in collaboration with other teams. We all have our part to play to ensure a safe and healthy workplace.
- There is still many things we can learn. For example:
  - How do we encourage men to come forward if they've experienced sexual violence?
  - How do we ensure alcohol doesn't lead to harmful sexual behaviour?
  - How do we ensure members receive the care and support they need if they disclose while on deployment?
  - How do we support units to restore morale following an investigation or a disclosure within a unit?



**A.J. Woods**  
Air Commodore  
Chief of Staff HQNZDF

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